

PERSONNEL AND LABOR RELATIONS COMMITTEE

December 27, 2017

1st Floor Conference Room

7:00 p.m.

Members Present

Art Carter
Herb Hanson
Dennis Everson
Betty Grotophorst
Ray Francois
Steve Stettler
Richard Thoman

Members Absent

Others Present

Mike Doyle
Brian Bucholtz
Clinton Langreck
Chris Narveson

The meeting was called to order by Chair Carter.

Motion by Grotophorst, seconded by Everson to approve the minutes of the November 29, 2017, meetings. Motion carried.

The committee discussed the maintenance positions at Pleasant View, *see Exhibit 1*.
Motion by Stettler, seconded by Everson to approve the request. Motion carried.

The committee discussed amendments to County Code Title 1, Chapter 9 Ordinance, *see Exhibit 2*. **Motion by Francois, seconded by Thoman to approved the County Code amendments. Motion carried.**

The committee discussed amendments to the employee handbook, *see Exhibit 3*.
Motion by Stettler, seconded by Thoman to approve the amendments. Motion carried.

The committee heard from Clint Langreck regarding the HR Director report, *see Exhibit 4*.

The committee discussed the request from the Highway Commissioner regarding the Highway overtime premium pay policy. **Motion by Stettler, seconded by Francois to approve the policy as follows: “Motion to allow the Highway Commissioner to grant time and one-half premium for hours worked outside regularly scheduled shift hours, to non-exempt employees; and to amend policy to reflect this practice.” Motion carried.**

Statement of purpose for closed session by Chair Carter as follows: That purpose being considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility pursuant to Wis. Stats 19.85(1)(c). Discussion regarding compensation for the General Superintendent, State Superintendent, Engineer Technician and possible promotion of three general laborers at the Highway department.

Motion by Everson, seconded by Grotophorst to enter into closed session. Motion carried.

Motion by Hanson, seconded by Thoman to reconvene in open session. Motion carried.

Motion by Francois, seconded by Thoman to approve the following:

- a. Move Alex Hegeman (General Superintendent) to a Grade 18, Step 4 from a Grade 20, Step 1 beginning January 1, 2018.
- b. Move Bud Strunz (State Superintendent) to a Grade 18, Step 5 from grade 18, Step 3 beginning January 1, 2018.
- c. Brad Mayer, Chad Steiner and Jeff Rupnow moved to Skilled retroactive to October 8, 2017.

Motion by Everson, seconded by Stettler to adjourn. Motion carried.